



HEALTH, SAFETY & WELLBEING POLICY

PURPOSE

Primero is committed to the prevention of occupational injury and illness in our strive towards an injury and illness free workplace. Primero believes that all injuries and incidents are preventable.

Primero has a proactive approach to the health, safety, and wellbeing of our people. All personnel have the right to a healthy and safe working environment, and to leave work at the end of each day in the same or better condition in which they arrived.

OUR AIM

- Manage health, safety, and wellbeing as part of our everyday activities, placing our people before production.
- Understand and comply with our legislative obligations and requirements to ensure the health and safety of our employees, contractors, and others at our workplaces.
- To enable our people to take accountability for their health, wellbeing, and fitness for work.
- Embed health and safety awareness, leadership and understanding throughout all levels of Primero.
- To continue to improve and develop leading practices in health, safety and wellbeing and apply this throughout Primero.

OUR ACTIONS

- Develop strategies to improve health, safety and wellbeing through risk assessment and implementation of effective controls.
- Proactively consult and communicate with employees, contractors, and stakeholders.
- Provide information, instruction, and supervision to assist personnel achieve safe work practices and to ensure statutory requirements are met for workplace health and safety.
- Develop and implement processes to effectively manage our fitness for work.
- Measure our health, safety, and wellbeing performance, promote our achievements, and continuously learn and improve.
- Apply this Policy, our systems, and procedures and make available to all personnel working at Primero locations.
- Review this Policy and the impact it has on the Strategic Business Plan every two years.

Michael Gollschewski

Chief Executive Officer and Managing Director